

No. 11(112)-80-3Lab/8956.—In pursuance of the provision of section 17 of the Industrial Disputes Act, 1947 (Act No. XIV of 1947), the Governor of Haryana is pleased to publish the following award of the Presiding Officer, Industrial Tribunal, Faridabad, in respect of the dispute between the workmen and the management of M/s Jaico Steel Fastners Pvt. Ltd., Sector-24, Faridabad.

BEFORE SHRI M. C. BHARDWAJ, PRESIDING OFFICER, INDUSTRIAL TRIBUNAL,
HARYANA, FARIDABAD

Reference No. 126 of 1979

between

THE WORKMEN AND THE MANAGEMENT OF M/S. JAICO STEEL FASTNERS PVT.
LTD., SECTOR-24, FARIDABAD

Present :—

Shri S. R. Gupta, for the workmen.

Shri H. R. Dua, for the management.

AWARD

1. By order No. ID/11/3/79/16012, dated 11th April, 1979, the Governor of Haryana referred the following disputes between the management of M/s. Jaico Steel Fastners Pvt. Ltd., Sector-24, Faridabad and its workmen, to this Tribunal, for adjudication, in exercise of the powers conferred by clause (d) of sub-section (1) of section 10 of the Industrial Disputes Act, 1947 :—

- (1) Whether the grades and scales of pay of the workmen be framed? If so, with what details?
- (2) Whether the workmen should be supplied with uniforms? If so, with what details?
- (3) Whether the workmen are entitled to the grant of night allowance? If so, with what details?
- (4) Whether the workmen should be paid any dearness allowance? If so, with what details?
- (5) Whether the workmen are entitled to the grant of cycle allowance? If so, with what details?
- (6) Whether the workmen are entitled to the grant of bonus for the years 1976-77 and 1977-78? If so, with what details?
- (7) Whether the workmen should be provided housing accommodation or rent in lieu thereof? If so, with what details?
- (8) Whether the workmen are entitled to the grant of washing allowance?
- (9) Whether the workmen are entitled to the grant of wheat allowance? If so, with what details?

2. On receipt of the order of reference, notices were issued to the parties. The parties appeared and filed their pleadings. On the pleadings of the parties, following issues were framed on 14th July, 1979 :—

- (1) Whether the demands has been espoused properly?
- (2) Whether the management is exempted from liability bonus?
- (3) Whether the grades and scales of pay of the workmen be framed? If so, with what details?
- (4) Whether the workmen should be supplied with uniforms? If so, with what details?
- (5) Whether the workmen are entitled to the grant of night allowance? If so, with what details?
- (6) Whether the workmen should be paid any dearness allowance? If so, with what details?
- (7) Whether the workmen are entitled to the grant of cycle allowance? If so, with what details?
- (8) Whether the workmen are entitled to the grant of bonus for the year 1976-77 and 1977-78? If so, with what details?
- (9) Whether the workmen should be provided housing accommodation or rent in lieu thereof? If so, with what details?
- (10) Whether the workmen are entitled to the grant washing allowance? If so, with what details?
- (11) Whether the workmen are entitled to the grant of wheat allowance? If so, with what details?

And the case was fixed for the evidence of the workmen. The workmen were given five adjournments to produce their evidence but they failed to produce any. Therefore the case of workmen was closed. Then the case was fixed for the evidence of management. The management tendered in evidence only copies of balance sheets Ex. M-1 and M-2. In the absence of evidence it is needless to give findings on each of the issues separately. According to balance sheets, the only evidence on

the file. the management suffered losses during the relevant period. Therefore, I give my award that the workmen are not entitled to any relief.

Dated 10th July, 1980.

M. C. BHARDWAJ,

Presiding Officer,
Industrial Tribunal,
Haryana, Faridabad.

No. 644, dated 12th July, 1980.

Forwarded (four copies) to the Secretary to Government, Haryana, Labour & Employment Departments, Chandigarh, as required under section 15 of the Industrial Disputes Act, 1947.

M. C. BHARDWAJ,

Presiding Officer,
Industrial Tribunal,
Haryana Faridabad.

No. 11(112)-80-3 Lab/8957.—In pursuance of the provision of section 17 of the Industrial Disputes Act, 1947 (Act No. XIV of 1947), the Governor of Haryana is pleased to publish the following award of the Presiding Officer, Industrial Tribunal, Faridabad, in respect of the dispute between the workman and the management of M/S Seema Pencil Private Limited, Sector-25, Faridabad.

BEFORE SHRI M.C. BHARDWAJ, PRESIDING OFFICER, INDUSTRIAL
TRIBUNAL, HARYANA, FARIDABAD.

Reference No. 23 of 1978

between

SHRI RISAL SINGH, WORKMAN AND THE MANAGEMENT OF M/S. SEEMA PENCIL
PRIVATE LIMITED, SECTOR 25, FARIDABAD.

Present :—

Shri S.R. Gupta for the workman.

Shri R.C. Sharma for the management.

AWARD

1. By order No. ID/FD/645-77/3058 dated 27th January, 1978, the Governor of Haryana referred the following dispute between the management of M/S-Seema Pencil Private Limited, Sector-25, Faridabad and its workman Shri Risal Singh, to this Tribunal, for adjudication, in exercise of the powers conferred by clause (d) of sub-section (1) of section 10 of the Industrial Disputes Act, 1947:—

Whether the termination of services of Shri Risal Singh was justified and in order? If not, to what relief is he entitled?

2. On receipt of the order of reference, notices were issued to the parties. The parties appeared and filed their pleadings. On the pleading of the parties issues were framed on 28th July, 1979 and the case was fixed for the evidence of the workman. Then the parties requested for adjournments. On the last date of hearing the parties made statements that they had mutually settled the dispute and the workman would be paid a sum of Rs 1375 in full and final settlement of his claim. I, therefore, give my award that the management shall pay a sum of Rs 1375 to the workman in full and final settlement of his dispute and claim whatsoever.

Dated the 10th July, 1980.

M.C. BHARDWAJ,
Presiding Officer,
Industrial Tribunal, Haryana,
Faridabad.

No. 647, dated 12th July, 1980.

Forwarded (four copies) to the Secretary to Government, Haryana, Labour & Employment Departments, Chandigarh as required under section 15 of the Industrial Disputes Act, 1947.

M. C. BHARDWAJ,
Presiding Officer,
Industrial Tribunal, Haryana,
Faridabad.